



PROPOSAL FOR AN INTERNATIONAL WORKSHOP AGREEMENT

A proposal for an International Workshop Agreement (IWA) shall be submitted to the secretariat of the Technical Management Board at ISO/CS (tmb@iso.org). Proposals will be referred to the ISO Technical Management Board for approval (4-week ballot).

Once the proposal for the IWA is approved by the TMB, the proposer will be requested to prepare an announcement/ invitation to the workshop, which will be circulated to the ISO members by ISO/CS. Please note that the announcement must be made at least 90 days in advance of the agreed date to allow potential attendees adequate time to plan on attending the workshop (Annex SI.3).

See the [ISO Supplement Annex SI](#) for full details of the Procedure for the development of IWAs.

Proposer

A proposal to hold an ISO workshop for the purpose of developing one or more IWAs on a particular subject may come from any source, including ISO member bodies, liaison organizations, corporate bodies etc. An organization that is not an ISO member body or liaison organization, or is not international in scope, shall inform the ISO member body in its country of its intent to submit such a proposal.

The French Ministry of Sport and Olympic and Paralympic Games, with the support of AFNOR (Association française de normalisation, the French standardization body).

Submitting this proposal for an IWA to the international standardization community represents a priority of the Ministry and Madam Minister Amélie Oudéa-Castéra, in the context of the major international event hosted by France, i.e. Paris 2024 Olympic and Paralympic Games, as publicized on the website listing the commitments undertaken and especially the desire to make a positive contribution to the legacy of the games (<https://www.paris2024.org/en/building-the-legacy-of-the-games/#creating-a-lasting-positive-impact>).

Contact details of proposer

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Title of the proposed IWA

Ethics and Integrity in Sport - Guidelines

Purpose and justification

Being a vehicle for transmission of key values such as fair play, solidarity and respect – particularly to young people – sports organizations are expected to behave irreproachably. The development of illegal and unethical behaviours in sport in recent years jeopardises these values and their overall credibility, whether with the general public, governments or investors. Corruption, money-laundering, match-fixing, doping or the failure to respect human rights have an impact on sport at all levels and are likely to reduce confidence in sport and in its attractiveness. All stakeholders and sports organizations need to take action and fight against such practices in the name of sporting values, both at local and international level.

Many initiatives have been launched to reach this goal. In addition to these, ISO standardization would provide highly valuable support in harmonizing guidelines aimed at setting a high level standard of the integrity of sport. This approach has been supported by the Council of Europe, which has recommended the development of an ISO standard on governance of sports organizations (see CoE Resolution 2199 (2018)).

A first step is proposed here in the form of a workshop agreement (IWA) aimed at developing guidelines in the field of sports ethics and integrity with the following objectives:

- to define a comprehensive framework for the Sports Movement and harmonised best practices at international level;
- to engage sports organizations willingness to implement ethics and integrity policies in sport;
- to encourage cooperation at international level, particularly at public authority level.

The deliverable is foreseen to include both methodological recommendations and a toolbox of actions to be implemented in human, organizational and economic terms, irrespective of the nature of these risks and the sports organizations that refer to them. It would apply to all types of organizations, including federations, professional leagues, decentralised entities, sports associations, sports clubs, and organisers of competitions (private or otherwise), regardless of their size.

It is crucial that those requirements be specially designed for the Sports Movement, on the one hand, as it is characterized by the diversity of sports organizations (size, public or private statute, amateur or professional) and by the transnational nature of the challenges they face and, on the other hand, because key issues of public interests are at stake (public health, gambling, public procurement, civil engineering, etc.). The specific nature of sport shall be considered in order to ensure the success of this initiative. A publication in time for the Paris 2024 Olympic and Paralympic Games would enable these requirements to be widely promoted.

A careful review of existing ISO technical bodies points out the absence of a technical committee that could host the development of an ISO deliverable on ethics and integrity. Therefore, based on experience, it appears appropriate to first establish an IWA to promptly discuss and share guidelines on these topics. Once the IWA is published, its promotion and upgrade into an International Standard would be considered and could be proposed to an appropriate standardization technical body.

Draft Scope

This document defines the main principles, guidelines and actions to be implemented by the sports organizations with respect to ethics and integrity.

These principles are defined around the following three pillars:

- ethics and integrity of sports organizations;
- ethics and integrity of sports competitions;
- ethics and integrity of individuals involved in sports.

This document is intended for all types of sports organizations such as, but not limited to: federations, professional leagues, decentralised entities, sports associations, professional and amateur sports clubs, and organisers of competitions (private or otherwise), regardless of their size.

The purpose of this document is to encourage and help sports organizations to address integrity issues via:

- the adoption of policies and procedures;
- the operational implementation of these procedures;
- the monitoring and checking of these same procedures.

Contribution to Sustainable Development Goals (SDGs):

These guidelines would contribute to the following goals:

Goal 3: Good health and well-being "Ensure healthy lives and promote well-being for all at all ages"

Goal 4: Quality education "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all"

Goal 5: Gender equality "Achieve gender equality and empower all women and girls"

Goal 8: Decent work and economic growth "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all"

Goal 10: Reduced inequality "Reduce income inequality within and among countries"

Goal 11: Sustainable cities and communities "Make cities and human settlements inclusive, safe, resilient, and sustainable"

Goal 16: Peace, justice and strong institutions "Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels"

Meetings

No participation fees will be requested from those who participate in the workshop; however, the participants will be expected to cover their own expenses.

Face-to-face meetings will be organized. Connection via Zoom will be provided for those who would be unable to attend.

The workshop language will be English.

Action plan

Following ISO TMB approval, the IWA's provisional development plan will include the following stages:

1) Workshops

The IWA workshops will aim at building consensus for the draft text of an IWA. It is envisaged that this can be achieved through 3 workshops:

- One Kick-off Meeting;
- One workshop detailing the 3 main parts of the document;
- One conclusive workshop.

2) Consultations

A draft IWA will be circulated to participants before each workshop for comments. All feedback received will then be compiled in preparation of the following workshop to address major comments, concerns and objections, if any.

3) Publication and Distribution

The final text of IWA will be submitted to ISO for publication after the final workshop. ISO members may market and promote the document through their regular channels. ISO will hold the document's copyright.

Timetable

Steps	Description/Details	Estimated dates
Consultation on the draft		February 2024
Workshop 1 One Day	Kick-off Meeting Discussion on the structure of the draft	March 2024
Consultation on the draft		March/April 2024
Workshop 2 Day 1 Day 2 Day 3	Ethics and integrity of sports organizations Ethics and integrity of sports competitions Ethics and integrity of individuals involved in sports	April 2024
Consultation on the draft		April/May 2024
Workshop 3	Closing meeting	May/June 2024
Publication		July 2024

Does the proposed IWA relate to or impact on any existing work in ISO committees?

Yes No

Please list any relevant documents and/or ISO committees

Possible relevant existing ISO committees:

There is no direct link identified to any other work and/or committee.

Nevertheless, the subject of ethics and integrity in sport is at the crossing point of different topics such as: good governance, fight against corruption, whistle-blower protection, and could refer more generally to corporate social responsibility.

ISO/PC 337 *Guidelines for the promotion and implementation of gender equality*

ISO/TC 309 *Governance of organizations,*

ISO/PC 250 *Sustainability in event management,*

ISO/TC 260 *Human resource management,*

ISO/TC 262 *Risk management,*

these technical committees develop standards which give general frames, but the IWA targets the specificity of Sport.

ISO/TC 83 *Sports and other recreational facilities and equipment,* but the IWA is not linked to sports equipment.

Relevant existing documents:

Every effort would be made to ensure that this IWA is complementary to existing work and is not in conflict or competing ISO deliverables.

ISO 37000:2021 – *Governance of organizations – Guidance*

ISO 37001:2016 – *Anti-bribery management systems – Requirements with guidance for use*

ISO 37002:2021 – *Whistleblowing management systems – Guidelines*

ISO 20121:2012 – *Event sustainability management systems – Requirements with guidance for use*

ISO 26000:2010 – *Guidance on Social Responsibility*

International Olympic Committee (IOC), Basic Universal Principles of Good Governance of the Olympic and Sports Movement, 2008

International Olympic Committee (IOC), Basic Universal Principles of Good Governance of the Olympic Movement, 2022 - Extract of the IOC Code of Ethics.

Council of Europe, Recommendations for core common criteria in sports governance (appendix to Resolution 2199 (2018))

UNODC, Safeguarding sport from corruption, Conference report, 2019

Council of Europe, Guidelines on sport integrity, 2020

Council of Europe, European Sports Charter –Ethics and sport in Europe

UNESCO Kazan Action Plan, 2017

OECD Recommendation on Public Integrity

Tackling bribery in sport: an overview of relevant laws and standards (IPAX)

Ethics and sport in Europe (EPAS)

<p>Relevant stakeholders (list of organizations that may be interested)</p> <ul style="list-style-type: none">• Sports ministries• Foreign affairs departments• Law enforcement (at national and international levels)• Customs (re. trade of doping substances)• Concerned judicial authorities• National data protection offices/officers• Anti-corruption authorities• Anti-doping authorities• Betting regulation authorities• National authorities, including regulatory authorities for gambling• Local authorities• International organizations (e.g. UNESCO, UNODC, OECD, Interpol, Council of Europe)• International, national or local sports organizations such as:<ul style="list-style-type: none">- International Olympic and Paralympic Committees (IOC, IPC)- National Olympic and Paralympic Committees- International and/or national sports federation (e.g. FIFA)• Athletes/coaches/referees representatives• Lotteries and other gambling organizations (e.g. ULIS)• Sport integrity agencies• Sponsors
<p>Member body willing to act as secretariat</p> <p>AFNOR</p>
<p>Number of meetings to be held (if more than one is envisaged) and proposed dates</p> <p>Number of meetings : 3 (1 kick-off meeting, 1 workshop of 3 days for the 3 main topics, 1 concluding workshop)</p> <p>Target date for end of work : July 2024</p>
<p>Annexes are included with this proposal (give details)</p> <p>An annex is attached with the table of contents and schematic overview of the published national guidelines AFNOR Spec S50-020 Sport's Ethic & integrity – Guidelines</p>



Annex

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- 4.4. Field 3 - Fight against corruption
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— 5.Guidelines regarding the ethics and integrity of sports competitions

- 5.1. General
- 5.2. Field 6 - Fight against the manipulation of sports competitions
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DA1 - Respect for democratic principles	DA2 - Financial transparency	DA3 - Fight against corruption	DA4 - Prevention of conflicts of interest	DA5 - Management of whistleblower reports
Clause 5 - Ethics and integrity of sports competitions				
DA6 - Fight against the manipulation of sports competitions	DA7 - Fight against doping		DA8 - Fight against mechanical and technological fraud	
Clause 6 - Ethics and integrity of persons				
DA9 - Fight against violence, discrimination and incivility	DA10 - Fight against violence in sports arenas		DA11 - Safeguarding the legal and social situation of registered and professional sportspersons	
Clause 7 - Communication				
Annexes A to D				